

TO: 401K Participants and Eligible to Participate
FROM: Human Resources
SUBJECT: REQUIRED BENEFIT REPORTING
DATE: February 16, 2021

Attached are documents that we are required to distribute to 401K participants and eligible employees of Lafayette Venetian Blind. Specifically;

1. Summary Annual Report – 401K
2. Disclosure of Services and Fees – 401K

Should you have any questions, please feel free to contact Fred Carmichael at 765.464.2640, or anyone in Human Resources.

Attachments

Lafayette Venetian Blind, Inc. 401(k) Ret Savings Plan

This document contains important information concerning our retirement Plan. The first section provides you with information about the Plan in general, including any expenses you might incur through participation in the Plan or through taking advantage of different Plan features. The second section provides information about the Plan's investment alternatives, including any fees or expenses associated with those investments.

If you have questions concerning any of this information, contact Fred Carmichael at 765-464-2640.

Plan Information

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

As a Plan participant, you may request certain information from Fred Carmichael, Plan Administrator, 3000 Klondike Rd., P.O. Box 2838, West Lafayette, IN 47906, Phone: (765) 464-2640. This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment.

You give investment directions for your Plan account, selecting from investment choices provided under the Plan, as determined by Lafayette Venetian Blind, Inc.

You may change your investment choices anytime.

Other Plan-Related Expenses

Retirement plans have different types of expenses.

Administration expenses – These are charges for services such as legal, accounting and recordkeeping expenses.

In our Plan, these expenses are paid partly by the Plan sponsor and partly by participants. A participant's share of these expenses is allocated on a pro rata basis. Your share of these expenses is based on the value of your account balance over the total assets in the Plan.

The Plan benefits from revenue sharing, and these payments offset some of the administration expenses. In the absence of revenue sharing, a participant's share of these expenses might be higher.

Individual expenses – These are expenses you may incur if you take advantage of certain Plan features.

Loans – A \$125 processing fee for each new loan will be charged to your account.

Qualified Domestic Relations Order (QDRO) – QDRO is billed at \$150 per hour with a \$250 minimum

Distributions – The following distribution-related expenses will be charged to your account:

- A \$80 processing fee for each type of distribution requested
- A \$80 charge for each in-service withdrawal requested
- A \$80 charge for each hardship withdrawal requested
- A \$80 charge for each required minimum distribution requested

LAKE CITY BANK

Lafayette Venetian Blind, Inc. 401(k) Profit Sharing Plan and Trust

Schedule I

Trustee Fees-

The Bank's trustee fees for servicing as trustee of the above plan shall be \$250.00 annually which is included in the below consulting fee.

Consulting Fees-

The Bank's consulting fees for the above consulting services shall be .30 percent per annum of the plan's total assets. (Minimum of \$500.00 Annually)

All or a part of the above trustee fees and/or consulting fees can be paid either by the Employer or paid out of the assets of the Plan, as directed by the Employer. If no such directions are received from the Employer, such trustee fees and/or consulting fees shall be paid from the Plan.

With respect to trustee fees and/or consulting fees that are paid out of the assets of the Plan, they shall be remitted from Ascensus to Lake City Bank, computed at the above described percentage amount based upon the total assets of the Plan as of the end of each Quarter.

With respect to trustee fees and/or consulting fees that are paid by the Employer, they shall be paid pursuant to such time frame as agreed by the Employer and the Bank, which shall normally be paid annually based upon the total assets of the Plan as of year-end of the Plan.

Lafayette Venetian Blind, Inc. 401(k) Ret Savings Plan

Investment Options - 09/30/2020

This document includes important information to help you compare the investment options under your retirement Plan. If you want additional information about your investment options, you can go to the specific Internet website address shown below or you can contact Fred Carmichael at 765-464-2640. A free paper copy of the information available on the website[s] can be obtained by contacting Fred Carmichael at 765-464-2640.

Document Summary

This section has two parts. Part I consists of performance information for Plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

Part I. Performance Information

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the website[s].

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

Table 1 – Variable Return Investments							
Name	Average Annual Total Return as of 09/30/2020				Benchmark		
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*
STOCK							
Dodge & Cox Stock Fund	-2.39%	9.06%	11.03%	01/04/1965	15.15%	14.15%	13.74%
					S&P 500 Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=12940							
Vanguard 500 Index Fund (Adm)	15.11%	14.11%	13.71%	08/31/1976	15.15%	14.15%	13.74%
					S&P 500 Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=05004							
Vanguard Energy Fund (Inv)	-35.42%	-4.88%	-2.96%	05/23/1984	10.44%	10.30%	8.55%
					MSCI All Country World NR Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=23650							
Vanguard Global Capital Cycles Fund (Inv)	7.66%	5.86%	-7.26%	05/23/1984	10.44%	10.30%	8.55%
					MSCI All Country World NR Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=26530							
Vanguard Growth & Income Fund (Inv)	14.07%	13.30%	13.60%	12/10/1986	15.15%	14.15%	13.74%
					S&P 500 Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=07330							
Vanguard Health Care Fund (Inv)	25.79%	9.63%	14.98%	05/23/1984	10.44%	10.30%	8.55%
					MSCI All Country World NR Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=30430							
Vanguard Mid-Cap Index Fund (Adm)	7.08%	10.33%	11.97%	05/21/1998	-2.16%	8.11%	10.49%
					S&P MidCap 400 Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=17982							
Vanguard Selected Value Fund (Inv)	-12.08%	4.17%	8.33%	02/15/1996	-2.16%	8.11%	10.49%
					S&P MidCap 400 Index		
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=03289							

Table 1 – Variable Return Investments								
Name	Average Annual Total Return as of 09/30/2020				Benchmark			
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*	
Vanguard Small-Cap Index Fund (Adm)	1.34%	8.95%	10.95%	10/03/1960	-8.29%	7.20%	10.57%	S&P SmallCap 600 Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=06770								
Vanguard Strategic Sm. Cap Equity Fund (Inv)	-5.55%	4.82%	9.78%	04/24/2006	-8.29%	7.20%	10.57%	S&P SmallCap 600 Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=30714								
Vanguard Total World Stock Index Fund (Adm)	10.10%	10.29%	8.70%	06/24/2008	10.44%	10.30%	8.55%	MSCI All Country World NR Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=XS554								
Note on Performance: Performance for this investment for the period prior to 02/07/2019 is based on a different share class for the investment.								
BOND								
Vanguard Intermed-Term Bond Index Fund (Adm)	8.90%	4.86%	4.41%	03/01/1994	8.03%	4.66%	3.87%	Bloomberg Barclays U.S. Government/Credit Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=17969								
Vanguard Short-Term Invest. Grade Fund (Inv)	4.79%	3.02%	2.55%	10/29/1982	8.03%	4.66%	3.87%	Bloomberg Barclays U.S. Government/Credit Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=23670								
Vanguard Total Intl. Bond Index Fund (Adm)	2.15%	4.35%	4.21%	05/31/2013	6.24%	3.92%	2.58%	Bloomberg Barclays Global Aggregate Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=XC368								
BLENDED								
Vanguard LifeStrategy Conv. Gro. Fund (Inv)	8.11%	7.02%	6.38%	09/30/1994	10.44%	10.30%	8.55%	MSCI All Country World NR Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=11404								
Vanguard LifeStrategy Growth Fund (Inv)	9.91%	9.54%	8.98%	09/30/1994	10.44%	10.30%	8.55%	MSCI All Country World NR Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=11406								
Vanguard LifeStrategy Income Fund (Inv)	6.82%	5.62%	4.95%	09/30/1994	10.44%	10.30%	8.55%	MSCI All Country World NR Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=11408								
Vanguard LifeStrategy Mod. Growth Fund (Inv)	9.07%	8.32%	7.76%	09/30/1994	10.44%	10.30%	8.55%	MSCI All Country World NR Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=11412								
CASH/STABLE VALUE								
Vanguard Cash Reserve Federal Money Mkt (Inv)	0.98%	1.25%	0.64%	06/04/1975	0.96%	1.13%	0.59%	Bloomberg Barclays U.S. Treasury Bill 1-3 Month Index
Additional information may be found at: www.dolfeedisclosure.com?c=ascensus&f=25540								

*Fund and benchmark returns are from the fund's inception for funds less than 10 years old.

Part II. Fee and Expense Information

Table 2 shows fee and expense information for the investment options listed in Table 1. Table 2 shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 may also show Shareholder-type Fees. These fees are in addition to Total Annual Operating Expenses.

Table 2 – Fees and Expenses			
Name / Type of Option	Total Annual Gross Operating Expense		Shareholder-Type Fees
	As a %	Per \$1000	
STOCK			
Dodge & Cox Stock Fund	0.52%	\$5.20	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund. Sales charges shown above may not apply in retirement plans.
Vanguard 500 Index Fund (Adm)	0.04%	\$0.40	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Energy Fund (Inv)	0.33%	\$3.30	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Global Capital Cycles Fund (Inv)	0.38%	\$3.80	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Growth & Income Fund (Inv)	0.33%	\$3.30	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Health Care Fund (Inv)	0.32%	\$3.20	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Mid-Cap Index Fund (Adm)	0.05%	\$0.50	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Selected Value Fund (Inv)	0.33%	\$3.30	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.

Table 2 – Fees and Expenses

Name / Type of Option	Total Annual Gross Operating Expense		Shareholder-Type Fees
	As a %	Per \$1000	
Vanguard Small-Cap Index Fund (Adm)	0.05%	\$0.50	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Strategic Sm. Cap Equity Fund (Inv)	0.26%	\$2.60	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Total World Stock Index Fund (Adm)	0.10%	\$1.00	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
BOND			
Vanguard Intermed-Term Bond Index Fund (Adm)	0.07%	\$0.70	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Short-Term Invest. Grade Fund (Inv)	0.20%	\$2.00	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard Total Intl. Bond Index Fund (Adm)	0.11%	\$1.10	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
BLENDED			
Vanguard LifeStrategy Conserv. Gro. Fund (Inv)	0.12%	\$1.20	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard LifeStrategy Growth Fund (Inv)	0.14%	\$1.40	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard LifeStrategy Income Fund (Inv)	0.11%	\$1.10	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.
Vanguard LifeStrategy Mod. Growth Fund (Inv)	0.13%	\$1.30	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30-day period may result in restricted trading for 30 days. Sales charges shown above may not apply in retirement plans.

Table 2 – Fees and Expenses			
Name / Type of Option	Total Annual Gross Operating Expense		Shareholder-Type Fees
	As a %	Per \$1000	
CASH/STABLE VALUE			
Vanguard Cash Reserve Federal Money Mkt (Inv)	0.16%	\$1.60	Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0% Sales charges shown above may not apply in retirement plans.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf> Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit <http://www.investmentterms.com/baden> for a glossary of investment terms relevant to the investment options under this Plan. This glossary is intended to help you better understand your options.

Information Regarding Your Retirement Account
Lafayette Venetian Blind, Inc. 401(k) Ret Savings Plan
11/1/2020

The information in this document is designed to provide you important information about your company's retirement plan and to help you make decisions regarding the features that are available. This information will be updated at least annually and more frequently if certain information changes. You are encouraged to review this information – along with any additional materials provided – in order to make the best possible decisions regarding the management of your retirement account.

General Plan Information

Your plan offers a brokerage account option, information regarding this account is found in this section.

Self-Directed Brokerage Account

The plan offers a self-directed brokerage option which allows you to select investments in addition to those designated by the plan. For additional information you may contact:

TD Ameritrade at 866-766-4015 and/or www.tdameritrade.com

The additional information will provide details on the cost for maintaining this account, including any charges for the purchase or sale of available investments.